

**Upper Great Lakes  
Economic & Workforce Summit**



## Upper Great Lakes Economic & Workforce Summit

Thank you for attending the 2008 Economic and Workforce Summit. Our theme this year was transforming our region through the power of knowledge and innovation. Your ideas and comments are important to us. Would you please take a few minutes to complete the following?

1. **Mr. Pink spoke to why the future belongs to a different kind of person with a different kind of mind. Will you please provide a brief summary of what activities we may deploy across the region to prepare our future workforce?**
  - a) More x-discipline hands on educational activities, and more media coverage of this concept (Pink's list of skills) and why they are important
  - b) Regarding education start sooner, grade school. Change/evolve the education system to teach students, "How they learn!!!" To want to learn! Then empower them. The sky's the limit.
  - c) Prescribe panacea. Learning anything needs to become culturally accepted. Its unfortunately very cool to be stupid, and frowned upon to be motivated and intelligent. This begins early in the education process. The vast majority of the youth I work with want to be a rapper. The motivated aspire to be a video game designer! Most don't even know what they don't know! Can education be made exciting...or "cool"? I am a product of the public school system. I started life fairly intelligent, now look at this comment! I rest my case!
  - d) We need to early on change the mindset of many youth who leave school and are under the impression that without a high school diploma or GED they will have a job in the future.
  - e) Work with education to encourage right brain educational techniques
  - f) Town Hall meetings which bring his information to all, support conversations and connections, select priorities, develop action agendas, support implementation through multiple resources, share success and best practices.

- g) More collaboration between schools and industry
- h) A campaign that lets people know that it is okay to think, to create, to develop new ideas and products. So many yoopers don't believe that they are smart enough to do great things.
- i) Take his advice work with K-12 to promote, create and implement new learning curriculums. Also work with post secondary schools to better promote advanced manufacturing jobs and expose K-12 to the work atmosphere. If parents are saying one thing why don't we show kids that they are wrong?
- j) I heard that the educational summit might be combined with the summit, which I believe would be a good idea.
- k) I am very pleased that a Regional Concept is being explored for this area and I look forward to being a part of it.
- l) Make sure we cultivate the fine arts in our schools and support fine arts organizations that give our young people alternative ways of thinking. Get more people in school and training. Young people and older workers. Marketing. Visit schools, teach parents.
- m) Provide more exposure to opportunities for the self-employed, communicate the needs within the area and how to be cutting edge.
- n) Exceptional presentation—learned a great deal. Increase the number of students enrolling in vocational courses. Expand the school year to allow more students to improve their core curriculum skills.
- o) Work with our educators K-16 to help them clearly understand the “new” mind.
- p) Enjoyed speaker. Better collaboration of community partnership, not just talking about it. More focus and support of continued education.
- q) Work to enhance/integrate education system with business needs.
- r) More hands-on life style learning opportunities for K-12 to provide insight to application of education not just rote learning
- s) Revisit how people of this region applaud themselves as “hard workers”. While this is often true, it is/may be distracting from the reality of needing to develop the culture to move forward and beyond the stereotypical manufacturing past. We need to take a hard look at whom we are and have been and be prepared to part with the past instead of holding on with white knuckles. Recommendation—re-visit how we explore and foster development to truly dedicate resources to develop without distractions; import high level/high education talent professionals from rural areas other than the UP.

- t) Workshops in schools K-12 as in service teaching “the six senses” for incorporation in districts. Incentives for a pilot program for baseline data research would be instrumental.
- u) Innovation-design. Thinking out of the box to improve existing products or design new products to fit the emerging world
- v) I think people should not be so resistant to change. Smaller communities, it seems, are most resistant and they lack vision. Smaller communities are the ones who most need to be willing to change in order to survive.
- w) More opportunities to learn “relative” and the forward thinking futurists to share it with stakeholders. Greater access to parents of students would help.
- x) Provide opportunities for post K-12 individuals to obtain additional ed. And interaction with the learning organization.
- y) Continue to involve business partners in schools. Be flexible. Use business-education models.
- z) Promote changes in educational system to encourage more generalist educational opportunities in addition to specializations.
- aa) Combining education and business in real project. Utilizing the experiences of industry with the enthusiasm and design aspects of an educational environment. Training future healthcare workers is an example.
- bb) Educational programs geared to synergistic thinking. Work Groups. Roundtable Job Training: (technical and business together)
- cc) Instill the need for life-long learning; provide more hands on opportunities for youth as opposed to traditional classroom instruction. Develop educational programs that are relative to the anticipated needs of employees in our region.
- dd) Emphasis on second language education as mandatory in curriculum throughout entire K-12 educational experience. Adult second language courses available without charge as a standard community service offered in three tiers (of levels of difficulty/complexity) annually.
- ee) Retain teachers—educate future teachers to blend various disciplines
- ff) Innovation in jobs—clean energy, green jobs. Sectoral and regional approach. Bringing all partners together and utilizing resources. Education, listening to employee needs in the workforce and the training and skills needed.
- gg) It looks like this region is doing quite a bit to prepare. Building on NMU’s design program, perhaps you could entice graphic design companies that could sell to the world via internet and employee NMU’s graduates.

- hh) Promote “Problem Based Learning” in K-12 and college curriculum.
- ii) We must continue to have K-12 at the table to have early intervention. Perhaps Mr. Pink could work with MI legislators to help them understand funding needs to keep all programs (i.e., art, symphony, etc.). Bring better understanding to young students as to what is happening.
- jj) Continued and improved collaboration with educational institutions with measurable results.
- kk) Restructure the school system to open doors of cross-functional learning. Expose more children/members of UP to cross-cultural lessons. (Language, culture training). Story development of regions.
- ll) We need a major overhaul of our K-12 education system.
- mm) Bring more co-education to the schools, students taking college classes during high schools in order to strengthen the workforce in a shorter time frame. This will help to bridge the gap between today and tomorrow’s workforce.
- nn) The need to invent a multi-generational UP wide activity to promote “whole-brain-team-work” thinking. Perhaps through middle school aged clubs or networks as a genesis, similar to Odyssey of the Mind, but more diversity in teams? Include “grandparents”. I don’t know how.
- oo) We should encourage our schools to provide more integrated education with relevance to job markets. Pressure needed to help legislators recognize the folly of excessive testing.
- pp) I believe the future of workforce is still in hands of teachers. We need to educate our teachers and let them help with future change in the work force.
- qq) Interesting! Food for thought!
- rr) Communicate to educators, employers, students and parents the changing trends that are bringing about this change in desired skills. Educators are key to preparing our future workforce that is changing the way our youth are trained. Encourage creativity in youth, encourage school programs like Odyssey of the mind and Destination Animation.
- ss) Give them, students, Dan Pink’s book. Have work sessions discussing Dan’s book.
- tt) Develop leadership training around Mr. Pink 6 points, design, Story, Empathy, Sympathy, Play, and Meaning
- uu) We should get a better understanding of our next generation “Y”
- vv) It is apparent for me, who has been working with my oldest kids in career planning and college prep, that are still using very old stereotypical approaches to this most important effort—still need to break down barriers between learning

- institutions and broaden course offerings to help prepare young adults based on outlooks like Mr. Pink presented.
- ww) Link in community boards of education and superintendants so they have better understanding of needs in real world.
  - xx) The economic development leadership needs to re-think the kinds of businesses that are valued/targeted in our region. “Old School” manufacturing gets too much attention and too high value placed on it. We as a region need to value jobs with a future.
  - yy) Strength based planning. Move away from SWOT and focus on SOAR...Strengths, Opportunities, Aspirations, Results. Focus on Strengths and Results. Cannot manage what you cannot measure.
  - zz) Increase music and arts in the K-6 curriculum.
  - aaa) “Design Education” as it applies to our more left brain traditional industries i.e. Forest products and machining. Promote collaborative opportunities around specific problems/issues in our sub regions. I.e. Think tanks with a mandate to implement action.
  - bbb) Integrate a “learning for life” philosophy into the U.P. Business and Educational Communities. Work to change “mindset” of regional workforce from entitlement (Union Culture) to opportunistic; perpetual self-improvement (educational skill development).
  - ccc) Automatic reporting and more of our manufacturing activities. Work on design of marketing material to expose our products to a broader group of customers. I think the focus of Asia is a huge opportunity for UP Manufacturers for exporting high tech products in a developing market.
  - ddd) Find a way to integrate learning and “play” for students so that they are able to develop both sides of the brain—Learning by doing.
  - eee) Curriculum redevelopment with a consortium of business, works, and economic development partners.
  - fff) Train facilitators to do creativity/innovators workshops for business and community groups.
  - ggg) Educate K-12 with forward thinking/planning opportunities so the upcoming workforce understands what is in store for them, how best to prepare themselves and the tools and resources they need to succeed and be employable/dependable.
  - hhh) Bring this info to local gov’t and school so we can start getting students/adults ready for the future!
  - iii) Increased collaboration with local trade schools
  - jjj) More diversified education, not purely technical. More appreciation of creative abilities of people. Don’t always go by GPA.

- kkk) Match job training with job needs
- lll) Adult education/training in every county in the U.P. not basic education courses-but skill development. DO NOT use teachers-but business leaders.
- mmm) Focusing education on objective exams (multiple choice, T/F) at all levels is apt to reinforce the belief that there's "one" right answer. Talking to educators and parents seems crucial. Would parents attend an evening talk on future jobs—"career/employment of your kids."?
- nnn) In most school districts, students are not prepared to work in industry.
- ooo) An emphasis on flexibility and the need for lifelong learning/skill development
- ppp) More hands on training/education
- qqq) Take this information to High Schools, students, teachers
- rrr) The three a's.
- sss) Partner with education
- ttt) Schools and business working together
- uuu) Mentors/mentor services
- vvv) Soft skills #1
- www) Educate in skill verses routine or labor jobs that can be automated
- xxx) Promote inventiveness also working with the available resources in the community
- yyy) It needs to start with K-12. Leadership needed in school system to get it started.
- zzz) Focus on measuring success of children with metrics outside monetary rewards
- aaaa) Change our school system
- bbbb) Speak with education legislators at federal level
- cccc) Encourage high schools to integrate science and engineering with arts and design
- dddd) Educate parents and legislators on what CO's really need in future employees – not necessarily science and math but people skills
- eeee) Same as noted below – all entities involved
- ffff) Align schools, including tech centers to incubate business growth. Innovative minds aligned with business to create value added products and ideas
- gggg) Coordinate/synthesize formal education organizations and the business community. Develop training opportunities for creating and innovation
- hhhh) I think that long-term efforts to influence leaders make most sense. I'd recommend doing so by cohorts, quarterly efforts like today's effort, etc.

- iiii) Additional after school activities for kids that reinforce education and enhance creative thinking. In addition, more integration of these concepts into our core curriculum.
- jjjj) Encourage further collaboration between universities and industry
- kkkk) Personal / business coaching can help with career clarity and the path to professional / personal fulfillment
- llll) Encourage the removal of the industrial age from our education process. As well, promote flexible education strategies.
- mmmm) The educational system must integrate creative, interesting and exciting action/methods into "traditional" curriculum to stimulate our children's brain (right & left)
- nnnn) Education, starting in kindergarten, needs to be held at a high standard maybe some group meetings/seminars to help broaden views and help people to learn to see the big picture
- oooo) Must establish direct connection of business to schools
- pppp) Provide kindergarten and 1 grade teachers with training on empathy (understanding differences between boys and girls)
- qqqq) As an educator, I thoroughly enjoy listening to Mr. Pink. Not only did he reinforce by being as a right brained person, he motivated me to continue teaching as I do. I do work with my fellow teachers to instruct in an interdisciplinary (math, reading, soc. Studies, science) manner. I would love to have more business people come in, explain their business and open to the students an opportunity to offer suggestions for change. Thank You!
- rrrr) Fully implement broadband to all areas, promote the liberal arts style of education, fully integrate (consolidate) the various developmental organizations across the UP
- ssss) Find a better way of measuring educational progress than the current testing methods
- tttt) Community outreach between schools and businesses. I find as a teacher I often contact local business. Having business contact schools to opportunities would be great. Students, especially those which come from poor economic situations, don't know what kind of options they have. More community partners with schools would be very helpful for this.
- uuuu) Find a means to convince government at all levels to "unfreeze their moment in time" and recognize the importance of changing to meet the needs of the day and the future rather than be the "parent that says this is what you need to do.
- vvvv) Teach the basics (math, science) plus diversity, arts, culture. Flexibility is a must. Prepare our kids to do what they enjoy so they love to go to work

- wwww) As an employer, I look for employees who think outside the box. These employees give our company the edge in the market place.
- xxxx) As a "TROLL" – I'm not sure that I can answer this question in a helpful manner. I work in education and I intend to go back to school and share what I learned today
- yyyy) Change the educational system. Close relationship between education and industry
- zzzz) Keep art education in schools K-12 integrate art ed into curriculum at colleges
- aaaaa) Increase the role of facilitating and valuing creativity
- bbbbb) Promote problem solving. Institute problem solving and teamwork in schools
- ccccc) Fantastic speaker! Great insights, easy to listen to...could use a few more tie-ins to business community, but overall I was very impressed with his content and presentation
- dddd) It will be important to get education on board with the shift in desired skill sets and incorporate different/diverse teaching strategies to influence the cohesion of those different skill sets "phased" in. Very impressed with the "arts"-design concept
- eeee) We need to promote "open" self thinking and motivation, educating people that there is more than one way to perform any operation and get the same results
- ffff) More support of business that started there communities in the first place. Mining & forestry, etc. And supporting those through local educational programs and design type thinking.
- ggggg) Education-start early on- resource for future employment skills; visions and mission execute – accountability; collaboration/unity
- hhhhh) Anything that is repetitious, linear and finite can be outsourced. It is the hand-on, creative, custom and experiential activities that can't be outsourced. Getting the big picture and connecting the dots creatively will drive the future employment opportunities
- iiii) TRANSFORM educational methods to teach skills that will be adaptable to our changing economy. Massive reform of the economy. Massive reform of the K-12 unions to cooperate and be a partner in these changes.
- jjjj) Encourage pattern recognition, design skills, synthesis skills, new way of thinking and solving problems. Redesign our educational system to support right-brain thinking.
- kkkkk) Get this message out to PARENTS regarding the skills/talents needed. May take a lot of work to change attitudes of parents and teachers but we need to address
- lllll)

- m m m m m) Work with schools and parent groups to promote understanding of value of arts, problem solving, cross/multi-cultural appreciation. Provide financial support “local grants” to teachers and groups like odyssey of mind, etc. Team teaching across disciplines, etc. For projects.
- n n n n n) Educational system needs to be changed. Different focus, emphasis – put a lot of emphasis on high-level students and stop focusing high-level careers on low-level students who need more practical training
- o o o o o) Excellent speaker. Explore education on 1)developing the right brain skills 2)leadership thinking; talk about the culture change that effects over area-how it is apparent-how to develop global outlook for success
- p p p p p) We need to assist our communities and the younger generations with thinking out of the box. Using a more team based type of problem solving and not just the “me”. I think way of thinking – involve schools in more of a fun way to learn the basic RR Arithmetic
- q q q q q) We are all so different – I think this information needs to be shared in our schools. I don’t think our children realize what is going to happen
- r r r r r) Develop programs, meetings that “model” this expanded way of thinking and being? Nice job of designing this evaluation paper – how can you do it next year that you’ve never thought of?
- s s s s s) Increase interdisciplinary education in our schools and colleges
- t t t t t) For welfare recipients we need to make getting a GED or HS Diploma a priority. Change the priority of our schools from sports and entertainment to academics
- u u u u u) Our ISD is working with teachers in a professional learning community model. I would love to share Dan’s book with the staff facilitating this effort. We also have a prof. Development day for all teachers in our 5-county region. Dan would be a great keynote speaker.
- v v v v v) Provide feed back and encourage institutions of higher learning with materials to encourage more right brain activities to be balanced with conventional education materials
- w w w w w) Incorporate the principles of sustainability into all components of the regional workforce including economic environmental and community sustainability
- x x x x x) High schools and colleges need to begin to think outside the box. Marketing and career skills need to increase
- y y y y y) We still need to bridge the K-12 to higher education and its instructors on this different kind of person. A balance between

- the left side and the right side needs to be nurtured, learned and accepted
- zzzzz) Convince the people in Lansing, who control our tax dollars that it's not just the Merit Curriculum
  - aaaaaa) I think the main point is to seize on new industry – developing it, of course, but most of all SUPPORTING it. We need to provide a tax structure that foster business and attract new businesses and educate our workforce to fill the jobs that will result from such new industry
  - bbbbbb) Encourage the universities to make hands-on projects a major part of their degrees (much like the Clinton School); push programs like No Worker Left Behind to get people into new training they need; possibly set up a voc. School in the region

**2. Mr. Gordon spoke to the pending job crisis and the need for regional collaboration. Will you please provide your insight on how we as a region can be better prepared for the looming worker shortages?**

- a) Media reports/stories with data to change culture well marketed. Employer open houses in cooperation with those who provide the education and training for these jobs. More charter schools with focus on integrated education model. Career outlook handbook like North Carolina.
- b) Stop the use of birth control and outlaw abortions, retrain, improve incentives for aging workers to stay in workforce. Invest up front in current youth who have been and are being left behind. The cost of jails, the results of crime, and welfare cost more than the up front investment.
- c) Business leaders must meet with educators to strategic revising existing curriculums and reinvest money to revise post secondary education to meet local needs.
- d) Determine who (WF development, K-12, Higher Ed, Private sector) is responsible for remedial education (math/reading). Plan, build and implement a program to raise basic skill levels. Work with K-12 to ensure only those that meet criteria receive graduation credential.
- e) Based on his structure of Liberal Arts Career Academy create local/regional collaborative for revamping the educational continuum Early Childhood through Adulthood
- f) Recruit people to the area in terms of promoting the jobs that already exist. We need more loggers to cut the trees that we need to cut in our mill.
- g) Need to assess the existing workforce first. Do we really have a shortage of skilled workers or do we have skilled workers

- that are working unskilled jobs and want the opportunity to move up? What's the percentage?
- h) Recruit unemployed skilled workers from other areas of the county. (Don't fear overpopulation) Continue to promote education/business collaboration and continuing education on this topic. K-12 needs guidance counselors but cannot afford to pay. Perhaps MI Works and College need to go into the K-12 to provide ongoing career prep. Ask June Schaeffer about the summer teacher/business program that was in place in this area a few years ago through LSCP.
  - i) Mr. Gordon did a wonderful job of bringing the issue home. An eye opener, of WE HAVE To Do It, we can't wait for the Gov or Educators "you are going to get what you are willing to invest in"
  - j) Find ways to get this information into the hands of business leaders, educators, and parents. Maybe marketing, public forums, conferences, etc.
  - k) Work/study programs and mentoring
  - l) More of the regions workforce development leaders need to analyze their workforce development needs and invest in the education systems to train them. Invest in vocational education at the same level as regular education.
  - m) We need to work collaboratively to educate parents and students regarding opportunities regarding the info we saw today. We must develop a culture of life long learning. Pressure legislators to open up education opportunities--rigor is critical, liberal arts and skills training are essential. A forced college curriculum is wrong!
  - n) Did not enjoy speaker. Training, education, continuous development. Higher pay jobs. Why would young professionals want to stay when they could make twice as much if somewhere else. If the UP keeps paying low wages, people will leave.
  - o) See above
  - p) Support and mandate voc-ed training and drive for a retooling of our K-12 education system to provide x-training of students.
  - q) Cultural attitude shift towards working to ensure change and learning how to maintain certain cultural values as the environment changes. This can be started through a regional cultural and educational chair, not to focus on fine arts but to retool our culture for tomorrow. Investing in free/low cost community development programs taking the continuing ed concept of Marquette High School to the next level fostering a culture of open education as well as class equity.
  - r) Partnerships with schools and business have to be developed with goals for tomorrow.

- s) Encourage basic education, secondary education, technical training to all children. READ—everyone. Employer training to train and upgrade workforce. Flexibility. Technology competitions in our schools. Business and educators need to take the lead in change. Culture drives the economy. Revamp education system. Change starts HERE.
- t) Better education seems key. Our teachers need to be more qualified and paid better to attract the best for our children; futures.
- u) Greater identification of the jobs necessary for the future and continued interaction with the educational process.
- v) Need to identify the needs of your area—plan to meet the training needs
- w) Career academies as an extension of what we are currently doing. “School without walls” concept is where we need to get.
- x) Promote advanced technical training/education, both short-term and life-long.
- y) A lot to think about...scary. Train, train, train, and retrain.
- z) Job training. Continued Education through our regional workforce.
- aa) We need to be in constant communication with current and future employers to identify where shortages will exist. Need to work with our schools-at all levels-to meet the needs of industry in our area. Need to educate students and parents—early in the process—about the “jobs of tomorrow.”
- bb) Target in-sourcing industry, and present resources, determine/assess employment need projections; begin preparatory education with local schools and non-profit organizations, government agencies, to include training/education of at-risk youth. Offer free training/education for low income adults to fill corporate needs.
- cc) Better inform residents of skills and talents needed by business/industry in the UP.
- dd) Listen to employees and their needs. Have education be responsive and educate w using the subject areas and how it applies to each other in Math, Science, and Writing, used in Healthcare, Construction, Advanced Manufacturing industries and lifelong learning.
- ee) Invest in any and all types of education for all ages; set up apprenticeships. Marketing campaign to educate general public on worker shortages and importance of education.
- ff) Figure out how to attract the ones that are skilled. Figure out how to develop them. Figure out how to retain them. \*Is it really lack of skills—I’m not convinced.

- gg) Diagnosed the problem and prescribed a cure but failed to address the issues that need to be overcome before the cure can come about.
- hh) Again, continue to work with K-12 to design economic reality curriculum to share with students and community leaders. Provide information to help with cultural change.
- ii) Start with our education system, also focus on re-training unemployed workers.
- jj) University and community colleges need to provide the educational programs locally that will train in careers that have worker shortages. Also need to be educational incentives for individuals that go into career fields.
- kk) Have more presentations in the high/middle schools to inform the students and parents of what the future has in store.
- ll) The need to provide a free 2year degree to all H.S. grads with affordable continuation for those who wish it. The need to expose parents and children to the types of jobs available here (machining, mining, technologies, etc). They should set a UP goal of becoming THE major source of “nurses” or “med technology” grads in the country. What or who can instigate a UP goal?
- mm) Promote better career education, especially to parents.
- nn) We need to get a work force of people who are not highly educated and willing to take jobs at 40,000-70,000 dollars a year! These students are drop outs today due to strict standards of education. Maybe back to vocational degree with less requirements, however more vocational requirements!
- oo) Very good...too long.
- pp) I believe we need to bring and share this information with the communities, industry, and education systems where we live. Encourage a commitment to staying in school and graduating. Encourage skilled trades as a secure career alternative. Recommit ourselves to education. Have more industry input in the local education system.
- qq) Organize an NGO and support higher education that supports the area of future job growth.
- rr) Training will have to be the focus within the company itself. Our present education system is not able to move quickly enough. Competition forces us as owners, to do our own training because our government which controls our educational system can not move fast enough.
- ss) Business and K-12 must collaborate more than they do now.
- tt) Need to continue to bring together Educators, Employers, and Legislators for post follow-up ideas and efforts. Follow-up! Follow-up! Follow-up! Need a lot tighter tie between the education process to the changes that have happened and are

- happening in the employment sector—(not categorizing students for specific jobs but rather have the Education equip them for future not the past.
- uu) Educate our primary school and high school children. Promote job shadowing and internship opportunities. Educate the public thru a marketing campaign—should be a priority of the state.
  - vv) Wake Up and Educate our population. We are undereducated and ill-prepared for an advancing economy. Need interaction with schools, parents, etc. To steer kids towards good choices.
  - ww) Better connection between education and workforce. Identify specific labor shortages in UP and WI within areas and regions
  - xx) Develop an education plan and training initiative around the NEW Economy.
  - yy) Add a basic “soft skills for employment” class to our HS and Jr. Colleges. Find a way to get businesses into our schools to highlight real world jobs and the skills/knowledge required.
  - zz) Find ways to differentiate our work force from the lower Peninsula (perhaps Midwest). Need to be able to demonstrate both qualitatively and quantitatively, that we have a superior work force that is “under-employed/utilized.” Demonstrate we have a bunch of “smart” people that need to be tagged. Continue efforts to integrate business and educational elements to produce more “smart people” more efficiently.
  - aaa) Skilled labor is vital for our region. We will need machinists. I have been in several areas across the country where the community committed to a defined industry and prospered because of the commitment. Ex. Jonesboro, AR. The commitment to Health and AG Industries has made the region stable and prosperous. This type of commitment could create same affect in the UP.
  - bbb) Mobilize community action, cultural changes, training, institute culture of learning
  - ccc) You guys already know the answer—through collaboration! And for the collaboration to be successful, each sector has to consider that “same-ol-same-ol” is not the answer. The answer should be “Yes!”-no matter what the question...
  - ddd) Be sure you are tying forecasting to your collaborative efforts
  - eee) Build creativity/innovation into school curriculum.
  - fff) Local response—update/change/create educational programs to prepare area youth and the current workforce. Make sure those that are employed are prepared with proper continuing education before they become under or unemployed. Life long learning and continuing education across the region is key.

- ggg) Get this info to school districts! That's where the educational systems start. Get companies here, so we can have apprentice training.
- hhh) Support for local community colleges and training institutions, tax breaks for businesses that train employees. Education—tell the public about the looming problem
- iii) Educate and train people for job needs.
- jjj) Work with media to advertise the value of expanding in the U.P. Too often, our own worse enemy. Promote benefits of the seasons and wealth of water and natural resources.
- kkk) Are 3-4 day summer youth camps in June an option? They could be vocation based and low-cost if sponsored by business.
- lll) Provide better skills training at K-12
- mmm) Align schools, including tech centers to incubate business growth.
- nnn) Work to change the culture here to get people to understand that learning/education is a lifelong process now, and necessary to secure employment
- ooo) More collaboration between education, business and government. Identify assets in our region, shortfalls and work together to formulate education, training, internships needed to fill the shortages. Promote training programs to bring in talent. Talent will then bring in new industry opps.
- ppp) More training
- qqq) See above
- rrr) Redesign K-12 education
- sss) Business/industry groups sponsor businesses working with the University
- ttt) K-12 training experiences
- uuu) Provide education to prepare people to fill "all" jobs – not just "college" jobs; change culture of education; train ourselves not wait for someone else to do it
- vvv) Educate our school children about the available jobs and the pay and benefits that go along with these jobs
- www) Teach to create value as individuals
- xxx) Quit pushing "everyone" into college; teach entrepreneurship, financial skills, teach and inform parents and students what jobs are needed now...He needs an improved PowerPoint...better design.
- yyy) Start young in education to set goals for career; share information
- zzz) I'd have to see the UP experience a high-tech labor shortage. To do that we need high-tech jobs. We need to attract those jobs and bring high-tech and art/design together

- aaaa) Schools and businesses need to collaborate more in the UP. The Career Outlook Book for NC would be something great for the UP. Need to find out what future needs are of the businesses in the UP
- bbbb) We need to educate our business leaders to provide training to employees all entities need to be brought together for awareness of what we've learned
- cccc) Need educators, business and parents collaborating to educate for skills that are needed
- dddd) Collaboration between education, government and business to provide resources and training necessary to provide job and economic growth
- eeee) I think be provided the formula
- ffff) Get out of our silos, share, collaborate, cooperate
- gggg) We need to educate students and parents. Parents are key
- hhhh) Great mix of pessimism and hope!
- iiii) Collect data on what the areas needs will be; train students and retrain displaced underemployed workers to be self-learners
- jjjj) Radically step up apprenticeship and internship programs between educational institutions and employers; employers must aggressively lobby educ. Institutions to prepare students so they can fit talent needs
- kkkk) Technical schools, programs implemented to local schools to help the young to better be prepared for these jobs; research the possibilities of options with bringing new education opportunities into our communities. Try to find ways to fund and implement these options
- llll) Working intimately with business
- mmmm) Fix the education to employment system. Get educators and businessmen together to collaborate and begin discussing what we as educators need to implant in our kids to start them thinking in a locally economic way. As a middle school teacher, it would be good to know some "seeds" I can plant in my students (like the North Carolina Handbook!)
- nnnn) Capitalize on the UP culture of pride and independence to develop people with technical capabilities who also are exposed and love the ability to think "right Brained"; identify companies in the Midwest region with gaps in their employment needs and match education systems to those needs
- oooo) Tech training in night school
- pppp) Find root of problem – why do so many students drop out, why are they not getting the necessary learning tools; we don't just want to mask the problem, like we often do in medications and health, we want to find the CAUSE and fix it at the root

- qqqq) There are numerous reasons for locating in US making the match is the challenge. It will be a challenge to quickly meet this opportunity. It can be done. It will take retraining teachers as well as employee candidates
- rrrr) Teach and train – work together – demand less – self sufficiency – train students to do more, be able to do more jobs
- ssss) We must start at the local school boards. Educate them, they set the direction of each K-12
- tttt) Again...good information to take back to the students at my school!
- uuuu) Again, closer relationship between education and industry. Better graduation rates
- vvvv) Partner with each other to bring innovative technology to the UP educate the populous to fill jobs in innovative industry
- wwww) Push for an integrated effort to enlighten and introduce young people to the pending opportunities and preparation for the new jobs
- xxxx) Provide depreciation for training. Better match trainings to jobs. Convene regional educational/economic training organizations.
- yyyy) Great information...good transition to business solutions...could have been shorter. Overall quite inspiring
- zzzz) Develop mentoring programs for future learners and employers. Introduce occupational awareness and partnerships amongst education K-12/business and post secondary education institutes. Create awareness and interest in our young people through these forces
- aaaaa) Collaboration—local government—educators—business
- bbbbb) Make a system that encourages basic skills. Message to send to children-by example. Work and educate—is there a way to take HS students to more effective coops. Handbook for the kids.
- cccc) Can be linked to the same answer above—work collaboratively across the U.P. educating our students. Again it comes back to creating talents in our young people.
- dddd) NMU has done some good work with existing industry to support training needs. We need more. Also need to look beyond local industry.
- eeee) I enjoyed his idea of depreciation of training assets. We should support that as a region. We should also support technical school and apprenticeship programs as a region and on a regional basis
- ffff) Evaluation-Data-Training Sessions-develop future leaders start @the K-12 education system, incorporate fine arts to

- develop right brain talent. Create our own talent. Include K-12 education.
- ggggg) The U.P. needs to make a “strategic/business plan” that includes apprep and education plan. A marketing plan to attract other businesses needs to include “talent” pool. Businesses need to build in train/continuing ed into budgets.
- hhhhh) We need to be more open to creative solutions—what worked in the past, won’t work in the future. Flexibility will be key to adapting to the demands of the new workforce.
- iiii) Recruit innovators from overseas to move here—Netherlands (they’ll be under water from global warming?!) Collaborate on education. Get kids to rethink their futures-create a new success through educational innovation—Academics
- jjjj) Reading significant—schools literate. Can’t find qualified applicants-need to focus on the individuals with low basic skills. Learning is for life
- kkkkk) 1. Keep putting what jobs are available now in front of the public and project what need are expected to be. 2. See #1. 3. Continue RSA’s to community please.
- lllll) National Level-restructure education systems-more skills-technical focus-tracking groups-not all “college bound” curricula. There is a failure of our public education. Local/regional – shortened intense training in technology areas after assessment offer incentives?-nursing students. – cut all the excess education classes to give BS graduates in science and math, teaching opportunities and address shortages.
- mmmmm) Many excellent facts-however felt it could be presented in less of a hell-fire and brimstone manner. The data supports the changes but whew!! There are some positives out there. We need to develop and find some skill set/tech school/training to meet those medium level jobs that require some skilled/tech. It would be great to develop some OJT/apprenticeship type programs. Mentor program-pay the trainee while training so people will be interested. Key is career tech.
- nnnnn) We need motivation we need to excite our children and make learning more fun and out of the box.
- ooooo) Break away from our normal comfy culture. Sounds like we could be headed for a crisis. This session today is a good start. We don’t have to be rocket scientists to come up with a solution to the problem. We need to start from the beginning-get back to basics and become creative in order to survive.
- ppppp) Brainstorming sessions across UP to talk more
- qqqqq) Poor choice. Relentlessly negative and very narrow minded perspective.

- rrrrr) Educational reform. Cooperation and collaboration across a board # of groups
- sssss) Six of our counties are doing a regional and land use and transportation study with 100's of community members participating. It would be great to connect this top to the initiative.
- ttttt) We need to educate parents, industry and education of their problem and then facilitate a forum to address the problem. We have many organizations who currently are aware of this issue but need to get them focused and working collaboratively to get at the solutions.
- uuuuu) Promote better collaboration between regional business/corporations that includes non-profits and local units of government in a meaningful way.
- vvvvv) Education and business must continue to dialog. Employers will need to provide job skill demands to local education agency.
- wwwww) We need to develop more innovative programming training offering that will fit/attract the needs/desires of our Gen X and Gen Y populations. History is great as far as data/trends but we need to ask/involve the Gen X and Gen Y in creating those innovative programs.
- xxxxx) Ed used way too many negative slides—I “got it” early on. So, I found myself zoning out from his perspective. His presentation could have been done in 15 minutes.
- yyyyy) Our communities need to work together-have a meeting of minds to determine what kind of workers are in demand in each area and which areas have educational options for their workers and use this information to point businesses in the right directions as far as locations.
- zzzzz) Have businesses project what kind of workforce they will need. “Hire” those workers out of high school—Pending training and a degree in that field. Know when the jobs will be available and place them into these positions by partnering with local colleges/universities. –Have a regional board to work on drawing in new industries with the promise of a skilled workforce. –“Package our region and sell it.”

- 3. We heard today about the Regional Innovation Grant and how critical the need is to have input from each local area across the region. Will you be interested in participating in this initiative? If, so, will you please email: [mwjob@jobforce.org](mailto:mwjob@jobforce.org) and use Subject: Regional Innovation.**

- a) I am already involved
- b) Yes. [Azaine@eup.k12.mi.us](mailto:Azaine@eup.k12.mi.us)
- c) Not from region
- d) Yes
- e) We already are involved
- f) Already engaged
- g) Please include DLEG members
- h) Already involved
- i) Already on steering team
- j) Already a participant
- k) Not at this time
- l) OK
- m) Yes
- n) Already involved
- o) Yes [bfrench@atcllc.com](mailto:bfrench@atcllc.com)
- p) Already involved
- q) Yes
- r) Yes
- s) Not at this time
- t) Please add me: [carl@superiorwatersheds.org](mailto:carl@superiorwatersheds.org)
- u) No
- v) Yes
- w) I think so
- x) Serving on steering committee
- y) Yes
- z) Yes for the future of our youth, workforce, and economy
- aa) Yes
- bb) Yes. Already on it.
- cc) Boy camps, recreation—Med clubs type business
- dd) Possible
- ee) Yes. Already involved
- ff) Already involved

**4. Do you have any other comments that you would like to share about today's event?**

- a) An excellent program. Well Organized
- b) Thank You!
- c) Every year I leave the Summit renewed and re-charged...then I return to my cube and it collapses under the workday. How can I hold on to it?
- d) Extremely innovative, and interesting. Where will the Job Force Board take this need that Mr. Gordon presented.

- e) Well organized. Speakers were both interesting. Pink was entertaining. The core messages seemed to conflict.
- f) Excellent! We are very appreciative that “scholarships” were provided to 4 of our local middle/high school teachers to attend.
- g) Nope
- h) I felt that the speaker from last year talked about many of the same subjects. Even many of the same examples.
- i) Great event. Informative, relevant and inspiring. We have a lot of work to do.
- j) It would be interesting to have round table discussions—to hear what people attending this summit have to say about these issues, what programs we have going here, etc.
- k) Very well organized. Enjoyed the thoughts. Would love to see you reach out to a larger range of society. Think outside the typical workforce—Empower people with ownership—reward innovation. Reward Excellence.
- l) The event was well planned with excellent speakers.
- m) Excellent Program!
- n) 1. Breaks 2. Networking 3. Breakout or roundtable. Move more dynamic speaker to the afternoon.
- o) Good Program! Thought provoking.
- p) Like last year, this was an excellent program. We need this type of event to keep the fire of change burning to make changes in the UP economic conditions.
- q) Great speakers
- r) Very good and worthwhile
- s) The event was well organized and interesting. I think the brochure or on-line info should highlight the time difference for those of us traveling from not too far away, but from apparently a different time zone.
- t) List attendees/contact information in the packet. Notepads for notes. How do we encourage more teachers and counselors to attend? Business Sponsors?
- u) Both keynote speakers were excellent!
- v) Shows the importance of working together, collaboration and the tenacity of the citizens of the UP.
- w) Very nicely coordinated. Valuable and interesting information. Speaker content was very appropriate and useful.
- x) Outstanding event! Great job by Joe and the rest of the team that put this together.
- y) Great Job!
- z) Speaker time was a little long, excellent topics-requiring much thought.
- aa) I loved Dan Pink. His presentation was clearly organized, relevant, and entertaining. Ed Gordon, however, was not very

- effective—his sarcastic delivery was grating and he alienated me through ageism and gender based comments.
- bb) What is the Date for Next Year.
- cc) Interesting and worthwhile experience
- dd) Very good! Speakers were excellent and relevant.
- ee) Less lecturing by guest speaker. Too long between breaks
- ff) Excellent Speakers. Nice Room Layout. Food was a little cold—good tasting.
- gg) Both speakers gave “eye opening” presentations in to what the futures challenges will be. We need to educate now before we have a “melt down”. Much knowledge was shared.
- hh) Lunch was tasty but cold
- ii) Excellent summit!!
- jj) Good Speakers!
- kk) Moved too slow—good points but could have easily been done in ½ a day. Chicken? Lunch? Weird—coffee cups but no coffee?
- ll) Providing a mid-presentation break would be nice.  
Opportunities to purchase the speakers books might be nice.
- mm) The parking has to be addressed
- nn) A little bit long but a good conference
- oo) Hearing about any follow-up activities and efforts stemming from this info. This is key to making these “worthwhile” and “of value” rather than just interesting FYI. Follow-up is key. We will all end up leaving here concerned but not knowing what we can do about it.
- pp) Well done. Mr. Gordon was too lengthy.
- qq) It’s important to keep sending the message. Governmental and community leaders will keep getting it wrong if we don’t continue to spread the word.
- rr) Great Job by Joe E. Good Speakers and topics.
- ss) Lunch was great but cold. Great conference, well organized, good location, awesome world-famous, expert speakers! Optimism they projected despite current issues was critical! And appreciated!
- tt) I enjoyed listening to fewer speakers who spent more time developing their messages and covered the info in greater depth/breadth.
- uu) Nice facility
- vv) Excellent examples of regional collaboration.
- ww) 1) Mr. Pink’s examples were very easy for me to follow ad think through. Give me the ability to picture our challenges of the future. 2) Design in some breaks. Presentation too long, more interactive dialog.
- xx) The chicken dinner was lacking. We were served late; food was cold, no coffee or tea available.

- yy) Nice job. Very educational  
 zz) Well planned and informative.  
 aaa) Timely- A=+. Much improvement over last year. Facility was more appropriate.  
 bbb) 2 shorter afternoon talks to enable audience to have a mental shift (It's hard to stay focused after lunch.)  
 ccc) An excellent event. Thank you  
 ddd) Great conference  
 eee) Good event  
 fff) Good speakers  
 ggg) This was by Far the best and most educational and interesting of these conferences I have attended  
 hhh) Excellent speakers. Great insights.  
 iii) Excellent speakers.—though provoking. Include 1-2 blank pages in packet for not taking.  
 jjj) None—Great Job!!  
 kkk) Very organized and informative. Stimulating “new” thinking.  
 III) Good sessions with both keynotes. Less time on the numerous “thank yous.”  
 mmm) Well organized and kept meeting on time. Great Job!  
 nnn) Good event, great crowd  
 ooo) Name tags should have businesses too.  
 ppp) Please give breaks—sessions too long.  
 qqq) Great conference  
 rrr) As a first time attendee, I was very impressed with events which also provided me with an excellent networking opportunity. One problem...my food was lukewarm at best  
 sss) Collaboration at all UP businesses-which is very difficult to implement and execute.  
 ttt) This was a great event that I enjoyed attending. Keep up the good work.  
 uuu) Good program  
 vvv) Thank you for inviting e as an educator to participate in such a great community endeavor to stimulate our economy  
 www) It is easy to think only of the older generation when discussing the economic environment. I was happy to hear mention of education below college level, but I think it is important to emphasize small businesses as a community, becoming involved in local schools  
 xxx) Excellent, both speakers  
 yyy) Excellent speakers. Very informational  
 zzz) This is an excellent conference. Great speakers...wonderful food...and all that @ an unbelievably low price. Thank You!  
 aaaa) Good event. Well organized  
 bbbb) Fantastic!  
 cccc) Great Speakers and great topics!

- dddd) Excellent presentations  
 eeee) Great Keynote address am and pm. Very relative to our current culture/economic conditions  
 ffff) The presentations answered some questions I've had in a where to start on initiatives in a small rural area. Thank You!  
 gggg) Great Speakers  
 hhhh) Great Speakers—very interesting and knowledge was tremendous  
 iiiii) The one item we need is optimism. It is about what can be done, its about what is being done. (positive action)  
 jjjj) Very informative, entertaining and worth the day away from the office. Mental to do for the future vision for economy and workforce.  
 kkkk) Very well organized. Thank You.  
 llll) Good food— need more networking opportunities. Good speakers. Very timely issue.  
 mmmm) Great Speakers  
 nnnn) This morning was so stimulating. Thank you. Bart Stupak's comments were so uplifting and Dan Pink was one of the best presenters I've heard in some time. I'm glad I came. Maybe Mr. Gordon would take a lesson from Mr. Pink's high school teacher—levity is a cornerstone of effective speech. I felt chastised by Mr. Gordon... and leaving "down" after such a high in the AM is disappointing. (please pass along to him☺)  
 oooo) Excellent speakers  
 pppp) –workforce development can be positive. Numbers don't lie but changing the school system is not the fix for here and now. Where is the career prep/job prep that is present? Many young adults can not afford to private costs for CENA training or car mechanics-what does the community/region do for those young adults-those that do not have traditional diplomas-(or even who don't have any) those are the lost workers  
 qqqq) The second speaker, Mr. Gordon should have been in the morning. His presentation was way realistic but very depressing and upsetting. I think he made many attendees feel down graded and demeaned.  
 rrrr) I felt today was exceptional. Really opened my eyes. Thank you! I feel very special that I could attend this session today. Great Job Everyone!  
 ssss) It is wonderful that you've brought nationally recognized people—allowing and inspiring folks in the U.P. to think big forward thinking thoughts. Great Job!  
 tttt) Morning speaker=excellent afternoon speaker=terrible  
 uuuu) Excellent  
 vvvv) Should have a break during the afternoon talk. Great topic but too long after lunch.

- www) There could be more emphasis on the role on non-profits in the regional economy.
- xxxx) NA
- yyyy) Lunch was cold. Bowl of cookies was nice but that's as afternoon snack, not a lunch dessert. Do both.
- zzzz) Dan Pink was a great draw. Overall good, could have been more of a specific game plan for Michigan/U.P.
- aaaaa) I read A Whole New Mind about a year ago and when I heard Dan Pink was going to be here I went to the website to register without even knowing what the event was! However, I did look at the whole program before I registered and it fit closely with several ongoing themes of my life.—I am active in several political campaigns (for people who NEED to know this stuff) and am self employed as a tutor. Very good programming!

**5. We are seeking your input into next year's summit. Do you have any suggestions for other topic areas for next year?**

- a) Report on the Regional Innovation Grant, the timing will be right
- b) Showcase any alternative schools
- c) Please see above comment! Plus...what I would really welcome is speakers with opposing points of view on solutions. Debates...show me both sides, more sides, etc.
- d) Marketing Strategies, expectations, and priorities of the 4 generations in the workforce now.
- e) Create some opportunities for follow-up reflecting events or expand this information to others through items in #1 Systems change needs all voices at the table with their resources.
- f) Nothing. Keep up the good work!
- g) I would like to hear of any local success stories. A report on the NEW North Group we heard about last year.
- h) Strengths—based education and worker development. Marcus Buckingham's books, First Break All The Rules, Now Discover Your Strengths.
- i) Author of The Next Millionaires
- j) Impact of the recently required Michigan Merit Curriculum on the development of the workforce in the UP.
- k) Our transportation need enhancement in UP (roads, rail, ports). Can someone speak on what strategy and process other remote areas in the US have employed to improve these critical areas that are needed to due business in the UP.

- l) Perhaps take brainstorming period with the goal or need to provide an answer for someone (MI Works, economic developer) to further explore as part of a strategic plan.
- m) Utilizing our abundant natural resources to help our economy while staying mindful of environmental protection.
- n) Economic development speakers. Perhaps from the IEDC. "Creating an entrepreneurial community"
- o) Speakers with different perspectives on the same topics
- p) A futurist that predicts future economic trends and labor issues. More of a hands-on approach.
- q) Solutions-steps of implementation, concrete plans of action
- r) Roundtable discussion of ways to incorporate ideas/concerns shared by speakers
- s) Report on regional Innovation Grant next steps
- t) Find someone with some action items not just data
- u) Presentations by: Economic Development Assn., USDA, MEDC, University Students.
- v) Please provide breaks in between LONG speakers
- w) Presentations of results from RIG
- x) I enjoyed Jason Dorsey at the Michigan Works! Conference, and would gladly listen to his message re 4 generations in the workforce again
- y) Keep on in the direction you have started with. Great job.
- z) If you are really interested in making change in questions #1, let's get the Economic Summit out to teachers around the U.P. The more minds we put together to solve problems of the future, the closer we will be to coming up with the solution.
- aa) Not at this time
- bb) Anything on leadership and economics.
- cc) Good Job Folks!!!
- dd) Need continued focus on what's most important. If this is still the crisis, can have different speakers but need to head in same direction.
- ee) Not at this time
- ff) Strong examples of regional collaboration and ways to improve
- gg) Continue the dynamic speakers NEW Economy.
- hh) If RIG process can get us data about what vendors and jobs we have in our UP/WI sub regions-can we talk next year to how we grow or attract the pieces/parts we are missing in our clusters?
- ii) Integrating "smart" info resource based economy. Addressing an aging and outdated infrastructure. Development of a "Balanced Economy" against an imbalance of ??
- jj) Market identification and strategic plan for brining opportunities to this area.

- kk) Perhaps some group breakouts that allow for some brainstorming related to implementing the ideas presented.
- ll) What you are forecasting for job and training in the next 3-5 years.
- mm) Content for the morning was sparse—the program could have been condensed or a break after an hour and a half-you started losing people partially into the afternoon.
- nn) More information on expected jobs and their availability for the coming decade.
- oo) Updated speakers—like we had today.
- pp) Bring in Speakers familiar with “winter cities.”
- qq) Depending upon speakers, open to educators in secondary and higher ed.
- rr) How fed, state, and local governments can help the business community and how government impedes business. Everything from the challenges to local licenses to taxation
- ss) Excellent speakers. Keep it up.
- tt) Bring in Big Biz person who started with nothing?
- uu) Progress report
- vv) Include speakers books with registration
- ww) Government representatives talking about efforts to keep US competitive
- xx) Show the folks in the UP what other areas across the nation have accomplished through regional collaborations
- yy) Maybe what state/fed grant and loan programs that are available to businesses including any for training. Success stories. HOT FOOD!
- zz) Maybe select UP businesses and have them talk about what makes them successful and what challenges they faced and how they over-came them.
- aaa) Bring youth of ALL socioeconomic and achievement levels and their parents/guardians. Diversify the audience
- bbb) 100% of new jobs come from small business—how do you help our community members, who have a dream, fulfill that dream of owning their own business. How do we support our local small businesses?
- ccc) Keep fish on the menu
- ddd) Further penetration of some subject matter
- eee) Educators w/key business people from each district?
- fff) Same as above. Influential educators and how to incorporate business in secondary schools
- ggg) International relations benefits the UP and US
- hhh) Working together all counties to market the UP as a whole
- iii) Talk to NewPage about donating notepads
- jjj) Power of positive thinking

- kkk) Hear back about how things are progressing or have progressed in the UP Economic Plan
- lll) No
- mmm) Tourism and recreation industry
- nnn) A "How to" workshop. We know we need to do something...how do we do it??
- ooo) Overall great Job!
- ppp) Good summit. Enjoyed both presenters and Bart Stupak piece. Very applicable information as a parent, educators, business owners, public services, etc
- qqq) Focus on non-profits more...focus on role environment and the economy. Focus on Great Lakes issues an the regional economy
- rrr) No
- sss) Tourism in the UP
- ttt) 1)how to mentor-there is a lack of this here 2) team concepts-building teams to succeed 3) communication with generational differences-today's culture-job ethic-learning styles 4) all of these fit into our economic growth-with education on how to retain, grow, and communicate-it will have a positive effect on our community/area/U.P. as a whole
- uuu) Continue having speakers like today concerning our economic issues. We need to be reminded continually and take a stand!
- vvv) These surveys need to be anonymous. Please make sure it is. Get speakers vetted/approved by a broader, diverse committee
- www) Nothing specific but it should be closely related to this year's topic which is right on target
- xxx) More of a game plan for Michigan/UP (where do we go from here-how do we help)? Bring more great speakers and update on what is being done/has been done to move forward. Need a more fluid MC
- yyy) A theme of partnerships-between counties, states, and communities to help us all solve our biggest problems would be helpful. (get Dan Pink again!)
- zzz) Redesigning our communities/neighborhoods to attract workers and industry and keep people here. Address aging infrastructure and sub-standard housing
- aaaa) Education reform. Community partnerships/Collaboration benefits. Road Map to future Economic Growth. UP wide cares handbook
- bbbb) More local examples of opportunities to collaborate on programs that are in the region. Maybe some time should be given for regional spotlights of opportunities to support and collaborate with each other

- cccc) Follow up on the regional economic study. Combine hired experts with local interested parties in work sessions to further the initiative.
- dddd) We'll be into our new Washington politics by 9 months, so it might be timely for an update on what progress is being made on health care, energy, "overall change" etc.

Thank you again for attending the summit and for taking the time to fill in this survey tool. We hope to see you again next year!